



LEGAL UPDATE

NEW YORK

New York Expands Paid Family Leave for Construction Workers

New York has enacted a [bill](#) amending the state's [paid family leave \(PFL\)](#) law to provide coverage for certain collectively bargained workers in construction and related trades. The amendments do not take effect until **January 2027**.

New York PFL

New York PFL provides employees of covered employers with up to 12 weeks of partly compensated, job-protected leave, funded by payroll deductions from employees. Private-sector employers are covered if they have one or more employees employed in New York on each of at least 30 days in any calendar year.

Full-time (20 hours or more per week) employees are eligible if they have worked for a covered employer for 26 or more consecutive weeks. Part-time (fewer than 20 hours per week) workers are eligible after working for a covered employer for 175 days, which do not have to be consecutive.

Assembly Bill A4727

Assembly Bill A4727, which amends the PFL law, establishes a new eligibility standard for construction employees who work for multiple employers pursuant to a collective bargaining agreement.

These employees will become eligible for PFL if they have been in employment for at least 26 of the last 39 weeks with a covered employer that is signatory to a collective bargaining agreement. This means that construction employees may be eligible even if their weeks of work were with different employers and not fully consecutive.

“Construction Employees”

Construction employees are employees who perform construction, demolition, reconstruction, excavation, rehabilitation, repairs, renovations, alterations or improvements for multiple employers pursuant to a collective bargaining agreement.

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Highlights

- New York has amended its PFL law to expand coverage for certain construction workers.
- Workers may meet PFL work-tenure requirements via jobs for different employers under a collective bargaining agreement.
- The amendments do not take effect for a year.

Work for multiple employers will satisfy the weeks-worked requirement.